

GdYffi b['XYf'5&'VY]'9]`g`YVYb.'@_k! | bZU```i bX'?i bgh\Ufn!7\Ucg°

5a '%\$"\$+"&\$&) ']gh'X]Y '5&'VY]'6ÒfXY'k Y[Yb'Y]bYf'@_k! <Uj Uf]Y'i bX'?i bgh\Ufn!5i g`Ui Z'[YgdYffh/ FY]b][i b[qUfVY]hYb'XUi Yfb'Ub"



9] `g`YVYbž'8Yi hgW\`UbX`!`5i Z`XYf'5i hcVU\b`&'[UV'Yg']b`XYb
`YhnhYb`HU[Yb`[`Y]W\`a Y\fYfY`JcfZ\``YžX]Y`ni ii a ZUb[fY]W\Yb
GdYffi b[Yb`Z\[O\fhYb"`5_hi Y```]gh`X]Y`GhfYW_Y`]a `@UbX_fY]g`6\[O\fXY\nk]gW\Yb`9]`g`YVYb`i bX`\fI`YVYb`[YgdYffhz'bUW\XYa 'Y]b`@_k!
: U\fYf`Ua `A]hhk cW\UVYbX`Z\[O\gg][Yg`?i bgh\Ufn`jYf`cfYb`\Uh"`@Ui h\
A 8 F`]gh`X]Y`fYW\hY`Gdi f`\[O\YYf`Y]bY`GhfYW_Y`jcb`%)`?]`ca YhYfb
jcb`XYa `GhcZZ`VYhfcZZYbž`XYf`g]W\`Ub`XYf`: U\fVU\b`ZYghgYhnhY`i bX\
Xcfh`hfcW_bYhY"`8]Y`[YbUi Y`I fgUW\Y`Z\[O\fXUg`@YW_XYf`7cbhU]bYf\
gck]Y`X]Y`jYfgd\[A\YhY\K\U\fbY\aib[XifW\XYb::U\fYf\[g]bX`bcW\\ib_`Uf"`I a `X]Y`: U\fVU\b`ni `fY]b][Ybz`k i fXY`Y]bY`GdYffi b[`]b\
F]W\[hi\b[`6\Yf`]b`bchk\YbX][z`X]Y`j cfUi gg]W\[h`]W\[a\ay\fYfY`Ghi\bXYb\Ub\U`hYb`k]fXz``\Ui h`Dc`]nY]`V]g`a]bXYghYbg`A]hhU["

6YfY]hgʻUa ʻA]hhk cW\a]hhU[ʻk i fXYʻY]bʻUbXYfYfʻHY]``XYfʻ5i hcVU\b &nk]gW\Ybʻ5``Yf]b[YfgʻYVYbʻi bXʻ9]`gʻYVYbʻbUW\ghi bXYb`Ub[Yf GdYffi b[ʻk]YXYfʻZfY][Y[YVYb"8]YgYʻGdYffi b[ʻk UfʻXUgʻFYgi `hUh Y]bYgʻj cf\Yf][Ybʻi bZU``gžVY]`XYa 'Y]bʻ; YZU\f[i hhfUbgdcfhYfʻa]h a Y\fYfYbʻ? Ub]ghYfbʻ5a Y]gYbgÀi fYʻVYhY]`][hik Uf"8]YgYfʻi bZU``[YgW\U\`Ua '8]YbghU[žʻXYa '- "'**]žʻi bX`XYfʻ: U\fYfXYg? Y]bhfUbgdcfhYfgʻYf`]hhXUVY]``YVYbgVYXfc\`]W\YʻJYfʻYhni b[YbžU`gʻYfʻi b[YVfYa ghʻ]bʻY]bʻghY\YbXYgʻGhUi YbXYʻ_fUW\hY"8YfJcfZJ```YfY][bYhYʻg]W\`UbʻY]bYfʻ; fc» VUi ghY``Yʻi bX`nc[i a ZUb[fY]W\Yʻ6Yf[i b[gUfVY]hYbʻbUW\g]W\zX]YʻX]YʻSi hcVU\bʻZØfnk Y]Y]b\U`VʻGhi bXYbʻ`U\a `Y[hYb"`K]Yʻb!hj `VYf]W\hYhYž'f]W\hYhYX]Yʻ: Yi Yfk Y\f`Y]bYbʻGdYff_fY]gʻj cbʻ%) `A YhYfbʻi a `X]Y I bZU``ghY``YʻY]bžʻi bX`[`ØW_`]W\Yfk Y]gY`k i fXYʻ_Y]bY

JYf_Y\fgi bZÀ``Y'i bX'XYfYb'5i gk]f_i b[Yb

8]Y'k]YXYf\c`hYb'JcfZÀ``Y'Ui Z'XYf'5i hcVU\b'&'k YfZYb'Y]b'@]W\h
Ui Z'X]Y'G]W\Yf\Y]hg`U[Y']a 'GhfU» Ybj Yf_Y\f"'8]Y'GhUh]gh]_ghY``Y
VYhcbhž'XUgg'X]Y'9f\YVi b['XYhU]``]YfhYf'I bZU``XUhYb'YbhgW\Y]XYbX
]ghži a 'A U» bU\a Yb']b'XYf'; YgYhn[YVi b[ž'JYf_Y\fgYfn]Y\i b[gck]Y']a 'GhfU» YbVUi 'i bX'XYf': U\fnYi [hYW\b]_'ni 'Yf[fY]ZYb"
I bZÀ``Yž'k]Y''Øb[gh'Ui Z'XYf'5&ž'YfZcfXYfb'Y]b'gW\bY``Yg'<UbXY`b
i bX'Y]bY'i a ZUggYbXY'5bU`mgYž'i a 'ni _ØbZh][Y'JcfZÀ``Y'ni
j Yfa Y]XYb'i bX'X]Y'G]W\Yf\Y]h']a 'GhfU» Ybj Yf_Y\f'ni 'Yf\Ò\Yb"

8 Y hU]`g	
Cfh	9]`g`YVYbž'8Yi hgW\`UbX
EiY``Yb	• k k k "a Xf"XY
	• k k k "b!hj "XY
	• k k k "XYghUh]g"XY

6 Ygi WX Yb 'G]Y 'i bg 'Ui Z. 'b!U["bYh